

Message Text

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ACTION IO-10

INFO OCT-01 CIAE-00 CU-04 INR-07 NSAE-00 USIA-15 AF-06

ARA-10 EA-10 EUR-12 NEA-09 ISO-00 HEW-06 L-02 OIC-02

/094 W

----- 057280

R 072119Z MAY 75

FM AMEMBASSY PARIS

TO SECSTATE WASHDC 9197

UNCLAS SECTION 01 OF 02 PARIS 11679

NESCO

E.O. 11652: N/A

TAGS: AORG, APER, UNESCO

SUBJECT: UNESCO 97 EXBD SPECIAL COMMITTEE ITEM 3.1.1:

SELECTION, TRAINING, PARTICIPATION AND

EVALUATION OF PERSONNEL (TOPIC (VI)

REF: DOCUMENTS 97 EX/SP/RAP/6.A AND 97 EX/SP/RAP/6.B

1. REFERENCE DOCUMENTS, POUCHED TO DEPARTMENT APRIL 11, 1975, WERE TOPIC OF DISCUSSION AT APRIL 26 SPECIAL COMMITTEE MEETING. SUMMARY OF MEETING, SHOWING DIVERGENT VIEWS BY VARIOUS SECRETARIAT ELEMENTS, SHOULD BE OF MAJOR INTEREST TO DENNING (IO/EX) AND MC INTOSH (HEW) IN CONNECTION WITH JUNE 1975 MEETING OF RECRUITMENT SOURCES.

2. DR. ESTEFANIA ALDABA-LIM (PHILIPPINES) PRESENTED HER REPORTS ON "STAFF TRAINING AND PARTICIPATION" AND AMBASSADOR RAFIK SAID (TUNISIA), ON BEHALF OF MR. MAHMOUD MESSADI, SPOKE ON "STAFF SELECTION AND EVALUATION." POINTS EMPHASIZED BY MESSADI WERE: VALUE AND INCREASED EFFECTIVENESS OF NATIONAL RECRUITMENT SOURCES WERE THEY TO BE ORGANIZED ON REGIONAL LEVEL (PARA 10); EQUITABLE GEOGRAPHICAL AND CULTURAL DISTRIBUTION OF POSTS IN ALL SECTORS OF UNESCO (PART UNCLASSIFIED

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III); "DEPLORABLE SITUATION" IN SYSTEM FOR ROTATION OF

STAFF BETWEEN FIELD POSTS AND POSTS AT HEADQUARTERS
(PARA 12); AND POSITIVE AND NEGATIVE ASPECTS OF
INDETERMINATE CONTRACTS (PARA 22 THROUGH 24 INCLUSIVE).

3. MEMBER OF STAFF ASSOCIATION SPOKE BRIEFLY. HIS MAIN
POINTS WERE:

A. ASSOCIATION DISLIKES PARA 17 OF ALDABA-LIM
REPORT WHICH PROPOSES LIMITING EMPHASIS TO ONE OF TWO
MAIN LANGUAGES AT UNESCO.

B. MORE EQUITABLE GEOGRAPHIC DISTRIBUTION IS
NEEDED.

C. 18TH GC RESOLUTION WHICH AUTHORIZES INCREASE
IN PERCENTAGE OF INDETERMINATE APPOINTMENTS TO 25
PERCENT OF PROFESSIONAL STAFF AND 44.6 PER CENT OF THOSE
OCCUPYING POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION IS
APPRECIATED, BUT THIS FIGURE IS STILL TOO SMALL.

4. NINE SPEAKERS (FRG, FRANCE, BRAZIL, BULGARIA, USSR,
INDIA, SYRIA, BELGIUM AND U.S.) PRESENTED THEIR DIFFERING
VIEWS ON BOTH REPORTS. SOVIETS SUGGESTED THAT FREEZING
OF CANDIDATES FROM OVER-REPRESENTED COUNTRIES AS ONE
DRASTIC MEASURE FOR CONSIDERATION. POUCHING COPY OF U.S.
INTERVENTION.

5. MOST INTERESTING SPEAKER WAS ADG FOR ADMINISTRATION,
YEROFEYEV (USSR), WHO PROVIDED USEFUL UPDATING OF FACTS
AND FIGURES CONTAINED IN MESSADI REPORT. HE ASSERTED
THAT DG RECOGNIZES GEOGRAPHICAL DISTRIBUTION IS NOT
SATISFACTORY, BUT THERE A GENERAL MOVEMENT TOWARD
IMPROVEMENT. TO PROVE THIS AND UPDATE PARA 13
STATISTICS (MESSADI REPORT) HE SAID:

A. DURING PERIOD JANUARY 1, 1975 TO APRIL 1975,
NUMBER OF OVER-REPRESENTED COUNTRIES HAS DROPPED FROM 30
TO 26, COUNTRIES WITHIN RANGE HAVE INCREASED FROM 46 TO
50, UNDER-REPRESENTED COUNTRIES HAVE DROPPED FROM 39 TO
35 AND THERE NOW 25 NON-REPRESENTED COUNTRIES, AND
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INCREASE OF TWO.

B. 11 OUT OF 26 OVER-REPRESENTED COUNTRIES ARE
OVER BY 1 MEMBER ONLY. 20 OF 35 UNDER-REPRESENTED
COUNTRIES ARE UNDER BY 1 MEMBER ONLY. 11 COUNTRIES
HAVING NO REPRESENTATION HAVE SUBMITTED NO CANDIDATES.

C. DG CHALLENGES PROPOSITION OF INDETERMINATE

CONTRACTS BELIEVING THAT LEVEL SHOULD REMAIN AT CERTAIN
(UNSPECIFIED) LEVEL.

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ACTION IO-10

INFO OCT-01 EUR-12 ISO-00 CIAE-00 CU-04 INR-07 NSAE-00

USIA-15 AF-06 ARA-10 EA-10 NEA-09 HEW-06 L-02 OIC-02

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D. 72 PER CENT OF LAST 18 INDETERMINATE CONTRACTS
WENT TO PERSONS FROM OVER-REPRESENTED MEMBER STATES.
THIS FIGURE WILL BE APPROXIMATELY REPEATED NEXT TIME
INDETERMINATE CONTRACTS GRANTED.

E. ON POINT OF CITING JOB SECURITY, YEROFEYEV
SAID ONLY .07 PER CENT OF STAFF HAS BEEN RELEASED DUE TO
UNSATISFACTORY PERFORMANCE.

F. DIVERSITY IS GOAL DG WANTS TO ACHIEVE WITH
EQUITABLE GEOGRAPHIC DISTRIBUTION TO POSTS AT ALL LEVELS
IN ALL DEPARTMENTS, DIVISIONS AND SECTIONS OF UNESCO.

G. DIRECTOR OF PERSONNEL COEYTAUX (SWISS) OR
DEPUTY MARQUES (SPANISH) WILL UNDERTAKE TWO SPECIAL
RECRUITMENT MISSIONS DURING 1975 (OVER AND ABOVE THOSE
NORMALLY SCHEDULED) TO ASIA AND CARIBBEAN AREA. PURPOSE
WILL BE TO VISIT PRIMARILY NON-REPRESENTED COUNTRIES
PLUS SOME VERY UNDER-REPRESENTED COUNTRIES TO REQUEST

THEY ASSIST IN IMPROVING GEOGRAPHICAL DISTRIBUTION AT
UNESCO BY SUBMITTING NOMINAL NUMBER OF CANDIDATES. ASIAN
MISSION, SCHEDULED FOR SEPTEMBER 1975, WILL INCLUDE
NORTH KOREA, BANGLADESH, THAILAND AND POSSIBLY
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PHILIPPINES, PLUS JAPAN WHICH NORMALLY VISITED ANNUALLY.
CARIBBEAN MISSION, ORIGINALLY SCHEDULED FOR MAY 1975,
TENTATIVELY RESCHEDULED FOR JUNE AND WILL INCLUDE
CENTRAL AMERICAN COUNTRIES SUCH AS HONDURAS, NICARAGUA
AND EL SALVADOR. IN STATES WHERE THERE NO ACCREDITED
RECRUITMENT SOURCES, COEYTAUX AND MARQUES WILL TURN TO
NATIONAL COMMISSIONS FOR ASSISTANCE.

6. DIRECTOR OF PERSONNEL COEYTAUX MADE FOLLOWING POINTS:

A. EQUITABLE GEOGRAPHIC DISTRIBUTION IS NOT
UNSURMOUNTABLE PROBLEM. HOWEVER, ONLY ONE HALF OF
NON-REPRESENTED STATES HAVE EVER SUBMITTED CANDIDATES.

B. COEYTAUX, WHO SPOKE TO ALDABA-LIM DURING
BREAK, MODIFIED PARAS 16 AND 17 OF HER REPORT TO SAY
SHE ONLY EMPHASIZING USE OF FRENCH AND ENGLISH AND
THERE NO INTENTION TO DISCONTINUE CLASSES IN OTHER
LANGUAGES. (COMMENT: ARAB AND SPANISH SPEAKERS
CRITICIZED THESE PARAS.)
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Message Attributes

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